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5185 BROADWAY  
GARY, IN 46409-2708  
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Not Licensed to  
Practice law in  
Indiana

**Arbitration Experience:**

Labor Arbitrator since 1972, grievance arbitration, interest arbitration, fact-finding and mediation. Public sector includes municipal workers, professional teachers, police, fire, proprietary operations, and all other state and local government employees. I have substantial experience in interest arbitration and fact-finding. Private sector includes substantial experience in rail, heavy manufacturing, coal, health care, paper, service, postal, private charity, transportation, food service, automotive, metal fabrication, and construction.

**Permanent Panels:**

BNSF and Brotherhood of Railway Carmen  
State of Iowa and UE/IUP  
City of Cedar Rapids and AFSCME, Local 620  
U.S. Postal Service and Letter Carriers  
(Midwest Regional Panel, panel dissolved Dec. 2002)  
United Mine Workers and Bituminous Coal, Region V (until '95)  
City of Sheboygan and DC 40, AFSCME

**Arbitration Panels:**

Federal Mediation and Conciliation Service, American Arbitration Association, National Mediation Board, Wisconsin Employment Relations Commission, Iowa Public Employment Relations Board, Illinois Educational Labor Relations Board, Kansas Public Employee Relations Commission, Montana Board of Personnel Appeals, Washington Public Employment Relations Board; Oregon Employment Relations Board

**Professional Affiliations:**

National Academy of Arbitrators, (Chair, Region 11, 2006-now  
Industrial Relations Research Association, Wis. Chapter,  
Director, (1987-2006)  
Wisconsin Bar Association, Chairman, Labor and Employment  
Law Section, 1993-1994. Director (2002-2003)

American Bar Association, Section on Labor and Employment  
Law, member  
National Association of Railroad Referees, member

Employment History:

2005-now Attorney, WERC, private arbitration practice

1980-2005, private law practice, arbitration, mediation and  
alternative dispute resolution of private civil disputes

1992-1993, part-time project, Settlement Conference  
Administrator/Administrative Law Judge, Equal Rights and  
Labor Standards Division, Wisconsin Department of Industry,  
Labor and Human Relations (project was to create a system of  
mediation of civil rights disputes, act as administrative law  
judge, and train staff in mediation)

1972-80, mediator, grievance arbitrator, administrative law  
judge, Wisconsin Employment Relations Commission, mediated  
over 1,000 contract disputes, arbitrated over 100 grievances,  
heard unfair labor practice and representation matters, in the  
private, state and local government sectors

Rail Training and Statutory Dispute Resolution Training:

Union Pacific and UTU, May 2006  
Certified by NMB in Railroad Dispute Resolution, Sept. 2002  
Certified in arbitration of statutory disputes,  
Cornell University (NAA and AAA joint program)  
NAA statutory dispute training update, October 2006

Education:

University of Wisconsin, J.D., 1972  
University of Wisconsin, B.A. (math), 1968

Professional Activities:

Instructor, Marquette University, Certificate in Labor  
Relations Program (1982, 1988, 1991).  
presenter, 1993 State Bar of Wisconsin Convention  
co-author, Dealing Effectively with Public Sector Labor  
Relations Agencies (IPMA, PERL 61, 62, 1981)

Other: Private Pilot, Instrument Rated